

Message Text

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46

ACTION PER-03

INFO OCT-01 NEA-10 ISO-00 SS-15 /029 W

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R 061000Z OCT 75

FM USINT BAGHDAD

TO SECSTATE WASHDC 2419

UNCLAS BAGHDAD 1029

FOR DG/EM

E.O. 11652: N/A

TAGS: APER, IZ

SUBJECT: EMPLOYEE-MANAGEMENT RELATIONS

REF: A) AFSA CIRCULAR 75/25 OF SEPTEMBER 8, 1975; B) STATE A-4849 OF
JUNE 5, 1973

1. AS IN THE CASE IN NUMEROUS OTHER MATTERS, UNIQUE SITUATION OF
USINT BAGHDAD APPEARS TO ME TO MAKE OTHERWISE NORMAL ARRANGEMENTS
(E.G. WITH AFSA) UNWORKABLE. NO ONE BELIEVES MORE STRONGLY THAN I IN
RIGHTS OF STATE DEPARMTNE EMPLOYEES TO ORGANIZE BUT WISH TO RECEIVE
DEPARMENT'S ADVICE ON THE FOLLOWING.

2. NORMAL STAFFING PATTERN OF USINT CALLS FOR FOUR AMERICAN POSITIONS

:

PRINCIPAL OFFICER, COMMERCIAL OFFICER (MYSELF), COMBINED X
ADMINISTRATIVE-CONSULAR OFFICER (JUNIOR OFFICER) AND SECRETARY.
CURRENTLY WE ARE BETWEEN PRINCIPAL OFFICERS. WE DO NOT HAVE FULL
FILES ON HERE ON THE AFSA/STATE DIALOGUE, BUT MY RECOLLECTION IS THAT
IN 1973 PRINCIPAL OFFICERS, DCMS AT EMBASSIES AND PRINCIPAL
ADMINISTRATIVE OFFICERS AT ALL POSTS WERE HELD BY DEPARMENT TO BE
ESSENTIALLY MANAGEMENT POSITIONS AND WERE THEREFORE PROHIBITED FROM
ACTIVE PARTICIPATION WITHIN AFS AHAPTERS ON AFSA'S SIDE IN
NEGOTIATIONS OR CONSULTATIONS WITH MANAGEMENT. AFSA HAS, HOWEVER,
APPOINTED USINT ADMINISTRATIVE OFFICER AS ITS LOCAL CHAPTER
REPRESENTATIVE. I HOLD THAT HE IS PROHIBITED FROM EXERCISING
THIS FUNCTION BY PREVIOUS DEPARTMENT INSTRUCTIONS. AS ACTING
PRINCIPAL OFFICER I AM SIMILARLY PROHIBITED AND WHEN NOT SERVING
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AS ACTING PRINCIPAL OFFICER WOULD NOT CONSENT TO SERVE AS AFSA

REPRESENTATIVE. HENCE, UNLESS USINT SECRETARY JOINS AFSA,
THERE APPEARS TO BE NO WAY IN WHICH AFSA CAN FORM A FUNCTIONING
CHAPTER AT THIS POST FOR PURPOSE OF CONFRONTING MANAGEMENT.
SPECIFICALLY, THERE IS NO WAY AN AFSA CHAPTER PER SE COULD
REPLY TO REF. A.

3. ACTION REQUESTED: PLEASE COMMENT ON MY RULING AND ITS
EFFECT ON AFSA ACTIVITIES AT USINT BAGHDAD
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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 06 OCT 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975BAGHDA01029
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D750348-0063
From: BAGHDAD
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19751080/aaaactet.tel
Line Count: 70
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION PER
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: 75 STATE A-4849
Review Action: RELEASED, APPROVED
Review Authority: MartinML
Review Comment: n/a
Review Content Flags:
Review Date: 30 JUN 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <30 JUN 2003 by ReddocGW>; APPROVED <25 FEB 2004 by MartinML>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
06 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: EMPLOYEE-MANAGEMENT RELATIONS
TAGS: APER, IZ
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006